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October 1951

Volume 26 Number 20

LGS

Local Government Service

Journal of the National Association of Local Government Officers

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Better living—the only way

MR. GAITSKELL'S courageous speech to last month's Trades Union Congress can have brought little cheer to those, if any there be, who hope for early improvement in their standard of living, whether through falling prices or rising incomes. Though there were some signs that world inflation might be tailing off, he said, the cost of living was likely to go on increasing, both this year and next. This rise could not be materially offset or prevented by subsidies, which we could not afford to increase, by higher taxation, which had reached its effective peak, by more rigid price controls, which were already in pretty full operation, or by further limitation of profits and dividends, any additional transfer of which from shareholders to workers would, in practice, make little difference to the wage packet. Nor would wage increases bring any relief. They might ease the position momentarily for the workers obtaining them, but, since they would bring no increase in the quantity of goods for sale, they must speedily be swallowed by even greater price increases. "If incomes go up more than production goes up, then prices will rise. The truth is as simple as that."

Is there, then, no remedy? Insofar as economic policy is at the mercy of world forces—international suspicion, rearmament and its concomitant stockpiling, the balance of trade, and the growing demand of formerly backward nations on supplies of food and raw materials—there is little that we, as individuals can do about it, beyond striving, in whatever ways we can, to reduce world tension. But we are not entirely helpless. There is a means of improving our position, or at least of ensuring that it gets no worse. It is an old one, and it is highly unpopular—harder work, leading to higher production, combined, for the time being at any rate, with moderation in wage demands.

The Chancellor did not call for a return to the wage freeze, nor even for rigid restraint: these could be dangerous, because they prevented necessary changes in wage rates to relieve acute hardship or to attract labour into a particular industry needing it. But he did insist on the special need for moderation during the next few months, after which, he hoped, we might see greater stability in world prices. The real and only solution, however, was higher production. More goods to pay for rearmament, more goods to export and pay for imports from overseas, more goods to sell at home—these alone could bring about a real improvement in our standard of living, whether by falling prices or rising incomes, or both.

It is impossible to challenge this contention. Whatever may be the virtues of the many other remedies suggested, and whatever may be our views on the possibility of increasing their effectiveness, we cannot escape the conclusion that, so long as the amount of goods for sale remains fixed, any increase in the purchasing power of one section of the community must result in a decrease in that of other sections, and any general increase must send up prices in the same or greater degree.

We can speed output

NALGO members do not produce goods. Are they, then, helpless to influence the situation and, being helpless, have they no claim against the direct producers, the miners, the farmers, the factory hands?

By no means. For, if we do not produce directly, we are fundamental to the whole productive effort. As the President pointed out at Conference, "not a wheel would turn, not a ship sail, not a factory operate, without those services for which we are responsible." And, in addition to being essential, we have it in our power appreciably to assist fuller production. Just as every avoidable delay in dealing with the grant of licences or permits, the building of homes, the repair of roads, the treatment of hospital patients, the extension of electricity supplies, the turn-round of road vehicles, must hold up the production line at some point, so every acceleration of those processes and the countless others with which we are concerned must speed it. It is not easy for the radiologist, the rating clerk, the transport inspector, or the typist, to realise that his or her efficiency or inefficiency may influence the output of shoes or ships or sealing wax; yet a little thought would produce numberless examples of just that.

Nor is it only in the speed, the courtesy, the accuracy of our work that we can help the producer. If we could, by increasing our efficiency, reduce the demands of the public service on the national pool of manpower we should free more workers for direct production. This could be done without personal hardship, not by any transfer of existing staff (for it is clearly of no value to anybody to transfer, say, a librarian or a weights and measures inspector, trained

and efficient in his own job, to manufacturing industry in which he would be neither trained nor efficient) but simply by slowing recruitment for a time.

Efficiency in local government

In local government, the attainment of maximum efficiency raises issues extending far beyond personal or departmental competence and organisation, such as the relationship between councillors and officers, the extent to which officers may influence policy, the machinery for co-ordination, the effect of the party system, and the training of first-rank administrators. Some of these are touched on by JAMES E. MACCOLL, M.P., a former Mayor of Paddington and co-author of "British Local Government," in a recent pamphlet, "Some Management Problems in Local Government" (British Institute of Management, 3s. 6d.).

Local government, Mr. MacColl points out, means government by laymen. It seems a strange arrangement. Highly qualified experts can never be sure that their professional advice will not be rejected in favour of some wrong-headed alternative by people whose abilities, if they have any, lie in some other field. This is part of the price that we pay for "democratic responsiveness," for ensuring that the ultimate decisions are taken by those who have to justify them at the hustings.

That does not mean, of course, that officers have no hand in framing policy. Their share may vary, but, in the complex conditions of modern administration, the part played by the expert is always substantial. It is the task of the chief officer neither to "run" his council nor to "sit back with cynical detachment to watch the councillors floundering from mistake to mistake." He has to create the best amalgam of his views and those of his lay masters.

Because local government is complex and councillors inexpert, Mr. MacColl argues, it would be wise to regard local government as "an experiment in adult education." This means that officers must make themselves adept in the arts of exposition; if committees sometimes come to "shocking decisions" it may be because "they have had chucked at them a mass of indigestible material in badly written, jargon-spattered reports and have just failed to grasp what it is all about." That shaft will go home in many a town and county hall.

Burgomaster—or city manager?

Excessive departmentalism is a major risk, he considers. Each chief officer is answerable to a specialist committee, and each committee is responsible to the council. There is no administrative overseer, no general manager. But the system is not so compartmentalised as it would appear. The committees themselves often act as co-ordinators, pulling together the separate proposals of individual officers, while, between the committees themselves, unity is commonly effected by the finance or general purposes committee.

Behind the scenes, also, the party machine provides a unifying influence; the leader of the predominant party is "often the only person looking at council problems as a whole." Is he, ponders Mr. MacColl, the burgomaster in embryo? Does the necessity for his existence suggest that it should be given more formal recognition, that a salary should be attached to his position—or that there is a greater case for the city manager in this country than has hitherto been supposed?

Those who have observed the evils of party-controlled appointments, whether in Germany or in the United States, will reject the idea that the party leader should become a salaried public official; the political neutrality of the public service is too precious to be imperilled in this way. But the alternative of creating a post of co-ordinator, selected for his administrative competence alone, merits examination. The idea is linked with Mr. MacColl's comments on local government recruitment and training. After praising the reforms associated with the Charter, he goes on to argue that, despite all that is being done to raise the professional level of the service, local government will never breed a large supply of first-class administrators until there are enough top-grade positions to act as incentives.

We hope next month to discuss other ways in which the day-to-day efficiency of the public services with which we are concerned might be increased. In the meantime, we urge members to be thinking around the problem and, if they have any constructive suggestions to make, to let us have them. No service is so good that it cannot be made better still; and it is our duty, in the national interest as well as our own, to ensure that our services are the best we can provide. If we do that, we shall make a real contribution to the solution of the problem of a rising cost of living and the attainment of higher standards for all.

Are we sincere about equal pay?

How far are NALGO members serious in their advocacy of equal pay for women? Every year at Conference delegates vote unanimously for resolutions pledging support of equal pay and demanding vigorous action to secure it. Every year they denounce the N.E.C. for failing to do more than it has done. But when they themselves are asked to help, what happens?

Two months ago, Metropolitan members were invited to join teachers and civil servants in a mass demonstration in Trafalgar Square. Fewer than 30 turned up.

In July, all branches were asked to write to their members of Parliament expressing concern at the Chancellor's statement rejecting equal pay in the civil service and asking them to support Mr. Douglas Houghton's motion calling on the Government to fulfil the pledges repeated over the past 30 years, and to announce a date on which a beginning could be made with the introduction of equal pay for Government employees. So far, nine branches have told Headquarters that they have done this. The remaining 1,288 appear to have taken no action.

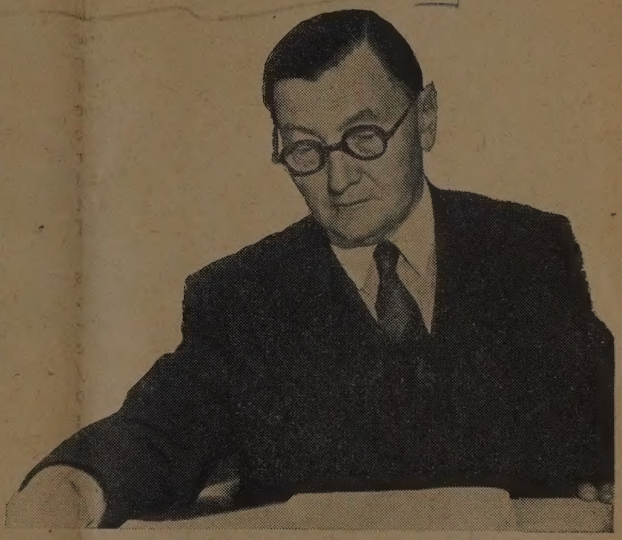
Either we believe in equal pay or we do not. If we do, we must use every opportunity to press the case: if we do not, we should have the courage to say so and drop it from our programme. To pay lip-service to a policy while doing nothing to pursue it is sheer hypocrisy. Since the only way to win equal pay lies today through a Government lead, and since the only way to influence the Government lies through M.P.s, here is the most practical action open to us. There is still time, and it is to be hoped that every branch whose delegates voted for equal pay at this year's Conference—and every member who supported that vote—will write to his or her M.P. at once. Those who neglect to do so have no right to condemn the N.E.C. in future.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

HEADQUARTERS AT WORK—2.

NALGO's organising team

"Bread and butter" is the first reason for existence of any trade union. In this, the second in our series of articles taking members behind the scenes at NALGO Headquarters, is described the work of the Association's "bread and butter boys"—the national organising team. The first article, on the secretariat, appeared in March.



J. E. N. DAVIS, chief organisation officer

TAKE A STROLL in Regent's Park almost any day, between 1.30 and 2.0 o'clock, and, whatever the weather, you will probably meet a small group of men, deep in conversation. They vary in age, height, and proportions but the topic of their conversation is always the same—NALGO and its problems. For this is the Association's organising team and this after-lunch "constitutional" is part of its working day.

In the centre is J. E. N. DAVIS, chief organisation officer. His companions are the national organising officers for the five separate services united in NALGO—local government, electricity, health, gas, and transport. Let us follow them back to York Gate, to their offices, to see what they do and how.

On the first floor, next door to the general secretary and just below the legal officer, is Mr. Davis's room. With 30 years of NALGO organising behind him, and 15 years in local government before that, John Davis has little to learn about trade unionism, NALGO, or the public services. His parish is the whole of NALGO'S trade union work. As responsible officer to the N.E.C.'s Service Conditions Committee, he must be alert to all service, trade union, political and economic developments, advise the committee upon them, and give effect to its decisions. Under his supervision are the five national organisers for the separate services, the twelve district organisation officers, and 16 district officers stationed throughout the country. Most of the thorny problems are his to solve; he is a member of seven joint negotiating bodies and NALGO'S adviser and usually its advocate in all arbitration cases. His staunch belief in Whitleyism is well-known. Urbane, witty, experienced, with a fondness for quoting Dr. Johnson and an exceptional ability to see both sides of every issue—a capacity which enables him to deduce what the "other side" is likely to do or say and thereby to strengthen his own case to meet it—the success of his methods has won him high esteem among fellow trade unionists and employers alike.

What his job involves can be illustrated by the diary of a typical week in September:

Monday: Dictating replies to 25 letters (including letters on action to secure the adoption of the salaries recommended by the Joint Negotiating Committee for Chief Officers; difficult inter-union transfers; complaints of delay in local negotiations; criticisms of N.J.C. decisions; inquiries about the effect of the Industrial Disputes Order, 1951, and disputes reported under the Order; and numerous queries from district organisation officers), together with a circular to district officers asking for immediate information (for use when the National Joint Council is asked to decide its policy on the supplementation of pay of officers serving in the Forces) on the extent to which local authorities made up pay between 1939 and 1945. In the afternoon, a meeting with representatives of the four professional organisations on the joint Negotiating Committee for Chief Officers, to discuss what action is to be taken about the local authorities which have not yet adopted, or have refused to adopt, the committee's recommendations on salaries.

Tuesday: A full day at Headquarters, answering correspondence, preparing the agenda for the next meeting of the Service Conditions Committee, consulting the general secretary and the legal officer on particular problems, and advising the specialist organising officers.

Wednesday: Attending the hearing of the Industrial Court to consider the salaries dispute between the two sides of the electricity National Joint Council, and considering the draft staff side case for the impending arbitration on senior health officers' salaries in the Industrial Court.

Thursday: Editorial conference to review plans for this number of "L.G.S." Completing agenda for the Service Conditions Committee. Considering a redraft of the Association's pamphlet, "All About NALGO." Meeting the manager of a company transport undertaking to discuss the Association's salaries claim.

Friday: Attending meetings of the Electricity Employees National Committee and the health service Administrative and Clerical Staffs Council appeals committee.

Saturday: Meeting representatives of a sectional society.

In addition, there are constant telephone calls, many personal callers—including students and officers from

overseas countries eager to learn about NALGO—and the preparation of lengthy reports and memoranda for N.E.C. committees and, of course, the service conditions section of the Annual Report. To do the job properly, he must know and be on cordial terms with members of employers' sides and with the officials of other trade unions. And he must read widely—"Hansard" and at least two newspapers every day, Government White Papers and Blue Books, Acts of Parliament, and the leading service and trade union journals: this reading, of course, can only be done at night or on Sundays.

The job of the chief organisation officer is, therefore, a heavy one, calling for intense application, swift decision, a capacious memory for facts, and a complete mastery of every facet of NALGO'S far-ranging activities.

On the floor above his room is that shared by L. G. MOSER, L. A. GARRATT, and J. LANCASTER, the national organising officers for electricity, gas, and transport officers respectively, while on the floor below work G. W. PHILLIPS, national organiser for the health service and J. HAMILTON, service conditions officer for local government staffs. Each of these, under the general control of Mr. Davis, deals with the detailed problems of the service in which he is an expert. At the same time, each watches closely the progress made in the others' fields, so that, where appropriate, he can seek to adapt any improvements gained for other services into that with which he is concerned. In this opportunity for liaison between the five services, NALGO has an advantage over the single-service unions.

Though none has been at Headquarters long—Mr. Moser, the first to be appointed, joined the staff in 1948—each brought to the Association a vast and varied experience of his service and knowledge of trade union work. Thus, Mr. Moser had worked in the electricity industry, both public and private, for 21 years and was a founder-member of the Northmet branch; Mr. Garratt was for 22 years in the Hinckley U.D.C. gas department and held office in his branch and district committee both before and after nationalisation; Mr. Lancaster came to NALGO in 1949 after 25 years with the Lancashire United Transport and Power Company and service as president of the South Lancashire Transport branch and on the North Western district committee; Mr. Phillips has had 27 years in the local government health service and in NALGO, including four years as a member of the N.E.C.; and Mr. Hamilton served for 19 years in the treasurer's department at Preston before becoming a NALGO district officer in 1946.

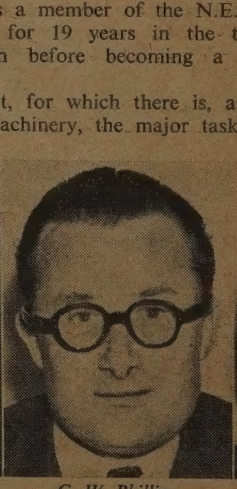
Apart from transport, for which there is, as yet, no national negotiating machinery, the major task of each organiser is to serve this machinery. On this particul afternoon, Mr. Moser may be drafting the agenda for meeting of the staff side of the electricity National Joi Council, of which he is secretary and on which NALG holds the majority of seats, or hurrying off to a meeting the National Joint Advisory Council, on which he occupi one of the two NALGO seats. This council—a bo so far unique in public service Whitleyism—is concern with the efficient operation of the industry and deals wi problems other than pay and service conditions—such health, welfare, safety, and education—which are comm to all employees of the British Electricity Authority. T electricity industry's boast that it has the most comple system of Whitley machinery so far established holds goo too, in its co-ordinating committee, set up between t negotiating bodies for the different categories of employe to deal with matters concerning them all. There is al an employees national committee, composed of repr sentatives of all the trade unions in the industry. Recentl too, a negotiating machine for managerial and high executive grades has been set up, and Mr. Moser is co cerned with this, too.

In another corner of the room, Mr. Garratt may writing a report to the National Consultative Committ for the gas service. This committee is a NALG body set up to give members a direct voice in the nego tions over their pay and service conditions. Each g branch with the required membership sends a representati to the district consultative committee, and each distri consultative committee sends representatives to the nation consultative committee, thus enabling the Association negotiators at all levels to keep in close touch with t needs and wishes of the members. There are simil committees for the electricity, transport, and health service and the national organisers, as secretaries of their respecti consultative committees, have the task of channelli information back and forth. Mr. Garratt also serves o the National Joint Council for Gas Staffs (of which he staff side and joint secretary), the recently constitute Senior Gas Officers Joint Council (of which Mr. Davis staff side secretary), and the Joint Committee for Inte mediate Grades.

Because of the number of meetings of such bodies whic all must attend, neither Mr. Garratt nor his colleagues hav the opportunity they would like to visit branches, but the try to visit each district once a year and to attend occasion branch meetings.

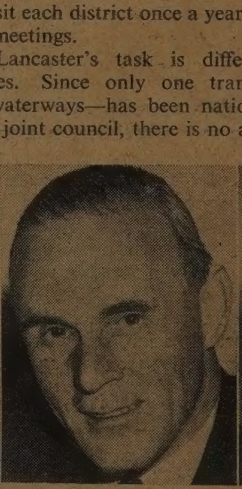
Mr. Lancaster's task is different from that of h colleagues. Since only one transport section—that fo inland waterways—has been nationalised and possesses national joint council, there is no all-embracing negotiati

L. A. Garratt



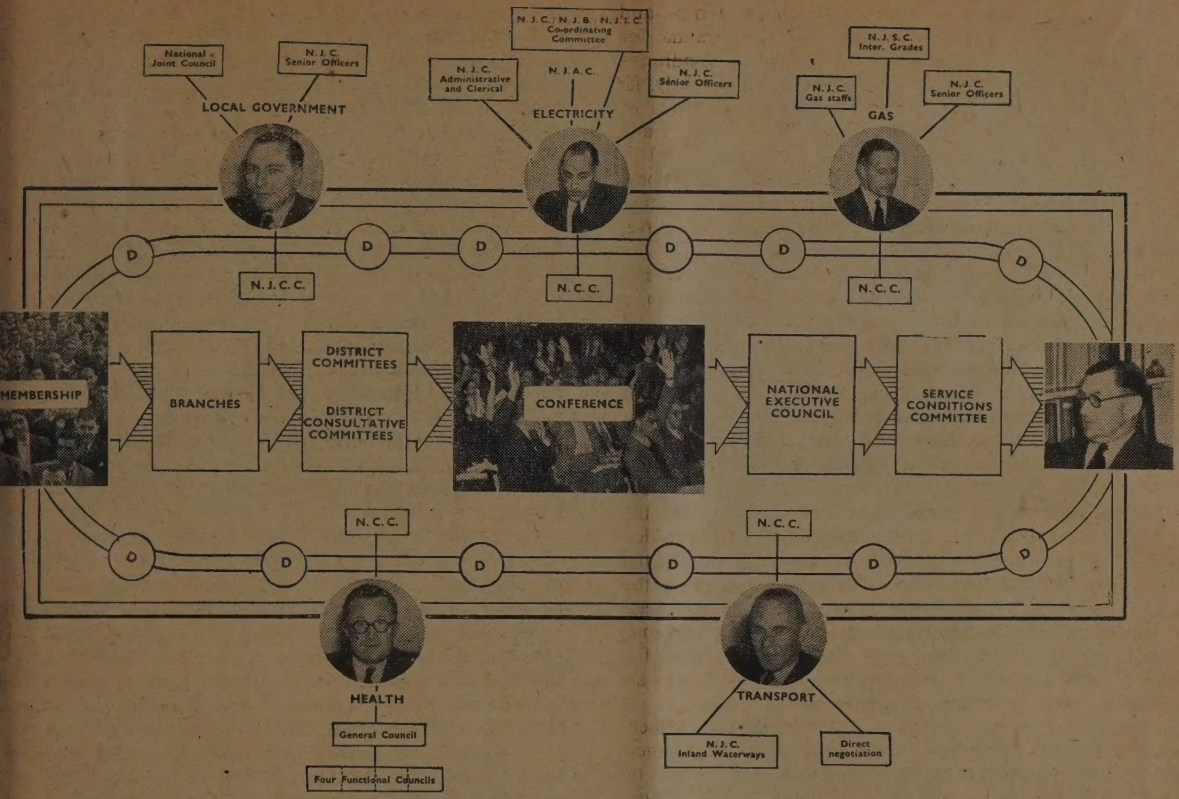
G. W. Phillips

L. G. Moser



J. Lancaster

J. Hamilton



NALGO'S ORGANISATION STRUCTURE, showing how service conditions policy, settled by members themselves in branch, district, Conference, and the N.E.C., is put into effect by the national organising team through the various joint negotiating bodies, with the advice of national consultative committees (N.C.C.) and the help of district organisation officers (D).

nachinery, the officers of municipal transport services oming within the jurisdiction of the local government N.J.C. or its advisory committee for inspectorate grades, nd those of private companies being so far without any oint council. Mr. Lancaster sits on the waterways N.J.C. nd the transport advisory committee of the local govern- nent N.J.C. His work for company staffs is the slower nd more difficult one of negotiating, in co-operation with listrict officers, with each company separately.

Even more complex is the work of Mr. Phillips, since he as to handle the extremely complicated negotiating nachinery for the national health service, with its galaxy of unctional councils, each with its satellite standing com- nittees, revolving around the General Council for the ervice. NALGO is concerned with four of the nine unctional councils—those for administrative and clerical taffs, nurses and midwives, and the two for professional nd technical staffs. But these four provide more than ufficient work. As chairman of one council, vice-chairman f the staff side of another, staff side chairman of one and taff-side secretary of two standing committees, and a nember of each of the remaining 15, Mr. Phillips takes a eading part for the Association in the consultations and egotiations. In addition, he must have all developments n the service at his finger-tips, assimilating and interpreting he flood of circulars, advice notes, minutes, agenda, and chemes pouring almost daily from the Ministry of Health nd the Whitley Councils.

No less onerous are the duties of Mr. Hamilton, who is ssistant staff side secretary of the local government N.J.C., under the Association's general secretary, J. H. WARREN. Since NALGO holds a majority of seats on the staff side, most of the constructive thought and proposals come from its members and officers, with the result that Mr. Hamilton must handle an enormous volume of research, statistics, schedules, agenda, minutes, and correspondence. He also sits, with Mr. Davis, on the local government National Joint Consultative Committee—a body composed of 15 members of the N.E.C. and representatives of 40 affiliated professional and sectional societies, through which the views of all sections of the local government service are conveyed to the N.E.C. and the staff side of the National Joint Council.

These, then, with a district staff of 28 full-time officers, all acting under the general directions of the general secretary and the N.E.C., form NALGO's organising team. Their work is highly technical, complex, and difficult, involving not only a profound understanding of the principles of NALGO policy and the technique of negotiation, but also a mastery of the enormous mass of detail which that negotiation involves. They live under constant fire : from the employers' sides, from the N.E.C. and its committees, from Conference and the various consultative committees they serve, from any one of NALGO's 1,300 branches and 200,000 members who may be dissatisfied with what they get or fail to get. But they find criticism stimulating rather than discouraging, and the unity they have developed through daily association and common purpose has made them both a cheerful and a formidable team.

A sanitary inspector in Kore

by WILLIAM BLACK

FROM sanitary inspector in Glasgow to colonel in the U.S. Army in a week sounds a tall story. But it happened to ALBERT WILSON, who is now working with the World Health Organisation in Korea.

He applied early this year for a job with the United Nations, and a telegram, received while he was at work, sent him speeding on his great adventure, which really began when he touched down in New York at 3 p.m. on Saturday, March 31.

Wilson soon found that American methods had permeated the U.N. organisation ; a driver awaited him at the airport and drove him to a first-class hotel. But even the United Nations rest at the week-end, and it was Monday morning before he was officially received. At the U.N. buildings he was again impressed by the efficiency of the organisation. Having found his way to the World Health Organisation offices on the 22nd floor (two changes of lifts), he was conducted on a brief and smooth form-filling tour, at the end of which he emerged with the assimilated rank of colonel in the U.S. Army, 400 dollars, a return ticket to Tokyo by air, and all baggage arrangements made for him. That afternoon, he was interviewed and briefed by the Relief Assistance Co-ordinator for the U.N. Korean Relief Agency, Brigadier Parminter, a monocled Englishman who, after forty minutes, left Wilson with the impression that he had just shaken hands with the man who invented efficiency.

He arrived in Tokyo on April 6, after two days and nights flying, and spent a week there meeting fellow sanitary inspectors from many nations and other members of the W.H.O. By April 14, he was in Korea and assigned to his team, which was based in Kwangju, a city with a population of 150,000. "Kwangju," wrote Wilson, "is a sanitary inspector's nightmare. There is absolutely no sewage disposal, no refuse or garbage collection, no transport, and inadequate and contaminated water supply. We have seven cases of smallpox lying at home as the hospital accommodation has been completely disorganised . . . there is a M.O.H., but no sanitary organisation as we know it

Where to begin ? Wilson got together a section of t citizens to deal with sanitation and explained to them patient detail the necessity of cleansing open ditches a gutters. The Koreans nodded appreciatively and set with a will. It was the following day before Wilson w able to inspect the first day's work. What a shock the Glasgow S.I.! Half the city's ditches had been cleans —and the foul and maladorous sludge heaped high on t roadways !

Undaunted by this first setback, Wilson obtained the u of a 2½ ton truck and set the cleansing squads to clear t roadways and dispose of the muck outside the city perimeter. The muck disappeared from the streets, b Wilson soon found where it had gone. An inspection the outlying villages revealed a neat pile of ditch m beside each house and hovel. This, the squad hastened explain, was at the request of the villagers, who wish to use it as a fertiliser for their little rice patches.

Those same rice patches caused the S.I. another headach for the cultivation of every available inch, both within a for miles beyond the city, made the procuration of a dum ing site almost impossible. Eventually, however, the ci authorities were prodded into making available a suitab site, and the organised cleansing of the city proceed reasonably well. Some of the Koreans suffered occasion lapses from duty, such as when Wilson discovered the 2½-t truck being used as a public conveyance, with an enterprisi Korean at the back collecting fares !

Wilson's first major order from his American hea quarters was for "a complete survey of all water supp systems and the equipment required to produce a potab water." A complete list, down to power units, w despatched and, while awaiting the arrival of the equipme Wilson instructed four teams of Koreans in the use D.D.T. sprayers. He used 10 per cent powder and five p cent emulsion, and the Korean teams took to their wo enthusiastically. No citizen within their reach escap

Queueing for smallpox inoculation. To ensure that no one was missed, civilians were allowed their rice ration only on presentation of an inoculation certificate. (Unations)

One of the problems facing W.H.O. teams—masses of war-weary civilians cram Korean roads in their eagerness to seek safety. (Unations)

attention, and the sight of bewildered passers-by having D.D.T. guns thrust down their necks caused much amusement to teams and citizens alike.

Perhaps the greatest problem facing W.H.O. teams in Korea is that caused by the ever-swelling thousands of refugees. These poor people are rendered destitute by both sides : first by North Korean attacks and then by South Koreans, who sack whole villages, attempting to root out guerillas. On April 30, the eve of the Korean New Year, Wilson had his first experience of a refugee camp at Hwasun, 22 miles from Kwangju. His own words best describe the tragic and pitiable scene : "13,000 people . . . have sheltered in a valley, with no fall for drainage, no sanitation, rice, clothing, or medical attention." The refugees had not camped as expected, but had dug themselves into the ground—six feet and more down, "covering the holes with mud, twigs and straw. The pits were so close together I could not find my way through to many parts of the dump. Flies, flies, flies, millions of them, feeding on the fertiliser dumps, open latrines, stagnant water . . . 2,000 unreported cases of dysentery, and 27 of smallpox were the only two diseases we stopped to ascertain."

Wilson returned to Hwasun the next day, taking with him a team of nurses, doctors, and helpers and enough vaccine to inoculate the whole camp against typhus and smallpox. With him he also took Halazone tablets for the "ten doubtful drinking wells," 600 lb. of D.D.T. powder, 50 gallons of five per cent emulsion, dozens of liquid sprayers and hand dusters. So many people stormed the inoculation tent that it was impossible to count the number treated. The D.D.T. teams were overwhelmed and, despite Wilson's patient explanations, the Koreans were handing out powder and emulsion to the refugees, who regarded it as a combined panacea, fertiliser, and fuel for lamps and fires. Wilson kept his staff working all day, refusing time for meals, for the party had to return to Kwangju before nightfall or run the risk of guerilla ambush. It was of little consequence to him that a police party was ambushed and killed on the very road he had taken to Hwasun within a few hours of his passing. He felt satisfied that his day's work had saved hundreds of lives in that horrible encampment and he returned again and again until everything that could be done for the unfortunate refugees had been done.

In that first month in Korea, Wilson and his team-mates worked eighteen hours a day and found the day not nearly long enough. There were no Saturdays and Sundays for them ; all days were the same—many hours too short. The enormity of their task is terrifying, their difficulties galling, and their disappointments all too frequent. But progress is faintly discernible, and fresh teams are on the way. Even when peace comes, many months, perhaps years, of unremitting and patient toil will be necessary before the back of such a problem is broken. But we may feel confident that unassuming and conscientious men like Albert Wilson, who are tackling their Herculean task courageously and enthusiastically, will win. And their victory will be greater than any victory of arms.

With homes and services destroyed, the refugees are lucky to find a roadside pump at which to wash. (Picture Post)

Music from minors

How the L.C.C. helped 135 schoolchildren to create their own symphony orchestra — told and pictured by

W. V. STARK

OLDER people commonly complain that we are becoming a nation of watchers and listeners rather than of doers: that television, radio, the gramophone, the cinema, and commercialised entertainment have robbed us of the pleasure they enjoyed when young of making their own entertainment. How false is this generalisation of music was shown by the holiday vacation course conducted last month by DR. LESLIE RUSSELL, the London County Council's senior inspector of music.

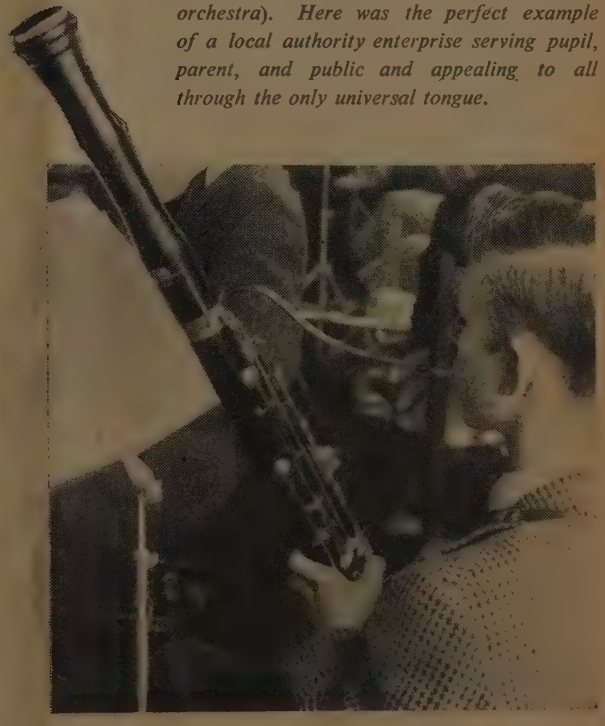
For the course, schools in the county nominated some 200 pupils studying instrumental music and, from these, Dr. Russell selected an orchestra of 135. It was a complete orchestra with its full complement of the more unusual instruments—oboes, clarinets, double basses, tympani—and, though none of the pupils was auditioned, all were assembled into their proper places and rehearsing within an hour of their first meeting.

For seven days, they studied and practised, in sections and as a full orchestra, working with such enthusiasm that Dr. Russell had difficulty in enforcing his rule that there must be no private rehearsing during the lunch interval. At the end of the course, the youngsters gave a superb concert at the Royal Academy of Music—a concert at which Dr. Russell told the audience that he knew of no pastime which kept its executants so fully interested and employed.

Within seven days, these 135 pupils from many different schools, few of whom had ever played in an orchestra before, had been welded into one which any town would be proud to possess.

Under the inspiration and leadership of an enthusiastic conductor, these 135 children, unknown to one another a week before, are welded at their final rehearsal into a harmonious and well-balanced orchestra.

In a medley of melodies varying from Mozart to Mendelssohn, from Ravel to Rachmaninoff, these young artists combined the enthusiasm, energy, and enterprise of youth with natural talent to create a performance which many more adult and experienced orchestras might envy. The only grown-up was the originator, instigator, and conductor, Dr. Russell (seen bottom left, discussing a point of interpretation with a member of the orchestra). Here was the perfect example of a local authority enterprise serving pupil, parent, and public and appealing to all through the only universal tongue.



Are examinations the best test for promotion?

asks WILLIAM PAINTER

PROMOTION by seniority was once the rule in local government service, but, to-day, paper qualifications hold sway. Whereas, formerly, the qualified officer might be selected or promoted in preference to the unqualified, "other things being equal," the tendency to-day is to choose the qualified officer *irrespective* of any other factor.

As a result, when new posts are created or higher appointments have to be filled, experienced officers are finding that they are passed over in favour of youngsters straight from college or university, or inexperienced subordinates with a professional qualification, yet time may show that this system, which favours the theorists at the expense of experienced administrators, carries as many defects as did promotion by seniority.

Unscientific instrument

Most paper qualifications are gained by the passing of examinations, usually written. The net of these examinations can never cover the whole field of study, so that there is always an element of chance surrounding their results. Moreover, it is well-known that some capable and talented candidates are constitutionally unable to pass examinations, though their intellectual inferiors may do so successfully. Again, though the essence of local government service is contact with and service to the public, the essence of examinations is contact with and subservience to text-books.

The examination system is therefore an unscientific instrument for the selection of leaders. That educationists are themselves doubtful of its efficiency is shown by the introduction of intelligence tests into the Common Entrance Examination. Although the intelligence test system is not infallible, it is better than the conventional examination as a means of matching children of eleven with the type of education for which they are best suited.

Tests for leadership?

The adult world might take a lesson from this experience. Were the Local Government Examinations Board and the professional associations conducting examinations to leaven their technical papers with tests designed to assess the more intangible qualities, the pass-lists might contain more candidates not only well-versed in their subjects but also attuned to competent and sympathetic administration.

The Forces attempted to find leaders from the ranks by similar methods in the last war, with, for the most part, great success. Is not local government just as much in need of leaders today?

Though the new local government examinations are an advance on the original promotion examinations, they cannot attain that equal status with the purely professional examinations, which is essential if they are to flourish, until local authorities accord them the same recognition as they do the professional examinations. This might be achieved were they to be associated with or organised under the auspices of the universities, so that the passing of them meant, in effect, the gaining of a municipal degree.

Headquarters notice-board

1, York Gate, Regent's Park, London, N.W.1. WELbeck 4481

The holiday guide

Did you have a good holiday? If you stayed at a place you would like to recommend to other members, let us have the address for the NALGO Holiday Guide. Postcards, please, and don't forget to give the name of your branch.

Winter at Cefn-y-Mynach

Cefn-y-Mynach, the Association's own private hotel at Rhos-on-Sea, Colwyn Bay, will remain open until December 31, at least, instead of closing at the end of this month.

Details of special winter tariff and Christmas arrangements are available direct from the Manageress.

NALGO diary, 1952

To avoid disappointment, please place your order for next year's NALGO diary with your branch secretary at once. The diaries are leather-bound, have the NALGO crest embossed in gold, and contain a wealth of information. Available next month at 3s. 6d. each.

Annual Conference, 1952

Next year's Conference will be held at Margate during the week June 7 to 14. The basis of representation will be as in recent years, but delegates' names need not be submitted yet.

Christmas Cards

This year there are three snow-scene designs, at 6s. a dozen (assorted dozens only), and NALGO crest cards, 6s. a dozen, all with envelopes. Some of last year's cards are available at 4s. a dozen. Order from branch secretaries or Headquarters.

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LEISURE
is well spent in reading for a DEGREE

● **One of to-day's problems** is that of making the best use of one's leisure hours. To those who are studiously inclined we suggest that spare time might well be occupied in reading for a degree; not merely for the resultant material advantages but also for the widening of outlook and development of mental abilities. Moreover, under experienced and sympathetic guidance study becomes a pleasurable occupation.

● **London University Degrees** are open to all. You need not attend the University. All that is necessary is to pass three examinations; you may study for these at home and in your own time.

● **Wolsey Hall Postal Courses** for the above (and also for **Local Government Promotion**) examinations are conducted by a staff of over 100 University Graduate Tutors. These courses comprise Lessons, Test Papers, Model Answers, correction of your work and solution of all difficulties by your tutors. A Guarantee is given that in the event of failure, tuition will be continued **free**. Fees are reasonable, and may be spread over the period of the course.

● **Write for PROSPECTUS,** mentioning the particular degree or examination in which you are interested, to C. D. Parker, M.A., LL.D., Director of Studies, Dept. RH24,

WOLSEY HALL, OXFORD

MY BOOKSHELF

by EDWARD KAY

Chaos and corruption

Those who find English local government complex will be staggered when they look into Professor W. V. HOLLOWAY'S **State and Local Government in the United States** (McGraw Hill, 32s.). The many different types of local authority and the countless officials (hundreds of them subject to direct election) form a vast maze through which only the stoutest student will find a way. Professor Holloway is a patient and discerning guide who gives an impartial but often horrifying account of the graft which still disfigures so much of American public life.

Law and administration

Copies of the second edition of Elliott's **The Electricity Supply Statutes, Orders, and Regulations** (21s.) are available from the secretary of the South Eastern Electricity Board * A paper-covered edition of **The Leasehold Property (Temporary Provisions) Act 1951** by S. SEUFFERT and G. AVGHERINOS is issued by Eyre and Spottiswoode at 10s. 6d * STEWART SWIFT has published, through Butterworth, a supplement to the first edition of his **Food and Drugs Administration,** bringing the main work up to date. The price is not shown * In a sixpenny twelve-page pamphlet, PHILIP R. BEAN bravely summarises **Rating Assessments** under the new procedure. (Incorporated Association of Rating and Valuation Officers.)

Four experts describe the technique of financial control in their respective fields (central and local government, a public corporation, and private enterprise) and OSCAR HOBSON, *News Chronicle* city editor, comments upon their contributions in **Financial Control: its Place in Management** (Macdonald & Evans and the Institute of Public Administration, 6s. 6d.). A number of evocative ideas are thrown up but few conclusions are reached about the possibility of applying them * J. W. GROVE, of Manchester University, describes the structure of government departments, public corporations, and other agencies at the north-west regional level in **English Regional Government** (Institute of Public Administration. Mimeographed, 5s.); again without assessing their merits and demerits * A vivid account of the war damage done to education, and the subsequent reconstruction, is contained in **Education in Kent 1938-1948** (Kent Education Committee, 5s.) * **Office Systems** (Office Management Association, 7s. 6d.), describes ledger systems and stores and wages procedures for the guidance of managers and students * The National Housing and Town Planning Council has issued its 1951 **British Housing and Planning Year Book** (6s. 6d.).

Labour relations

It is in the public services that Whitleyism has worked most smoothly, says DR. IAN G. SHARP **Industrial Conciliation and Abitration in Great Britain** (Allen and Unwin 25s.). The book gives the historical background to Whitleyism and the present structure of negotiating machinery in seven selected industries.

Also topical in the light of the new Industrial Disputes Order is M. TURNER-SAMUELS' competent and comprehensive **Industrial Negotiation and Arbitration** (Solicitors Law Stationery Society, 75s.). The section on the health services is rather slight, but, in general, the public services get their share of this thorough and well-arranged survey.

Sheffield on parade

Sheffield city council issued a 70-page booklet for the Festival, describing its industrial achievements and its lovely rural setting. Compiled by J. P. LAMB, city librarian, it was printed in the city's own printing department.

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Mothers and Fathers

Let's pretend. Let's pretend that you — the real mothers and fathers— can be certain of a future as rosy as young Mary's cheeks, as bright as John's four-year-old eyes. Let's pretend that nothing could ever go wrong with your snug and secure home life. Let's pretend that you will never need to say "How I wish I'd saved a few pounds". Let's pretend that Mother could manage the easy way on the money Father would leave her if he left her the hard way.

Let's come down to earth. Be honest with yourselves and fair to your family. Try playing at being children for a moment—your children. But they expect you to do more than "pretend". And, since the wish is father to the thought, we leave you with the thought that, no farther away than a personal visit, a telephone call, or a brief note, is a local correspondent waiting to help you arrange an insurance programme specially designed for your pocket by

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Service conditions news

N.E.C. committees decide their policy on references from conference

COMMITTEES of the National Executive Council have now completed their recommendations on most of the motions and amendments which were referred to the N.E.C. by Conference. The recommendations are summarised below. All are subject to confirmation or amendment by the N.E.C., which was to consider them on September 22, after this journal had gone to press.

Recommendations on the matters referred by vote of Conference were as follows (the reference being summarised in italic and the recommendation on it in roman type):

Whitleyism—*An instruction to review the operation of existing Whitley machinery, and to expedite the formation of Whitley Councils in fields where they do not now exist, with an amendment instructing the N.E.C. to seek quicker results from Whitley negotiation.*

Whitleyism is in operation in all fields covered by the Association except for staffs of new towns corporations, water companies, and company passenger transport. Representatives of branches for the staffs of new towns corporations are to discuss the possibility of setting up Whitley machinery for them with the chairman and vice-chairman of the N.E.C. service conditions committee. The desirability of establishing Whitley machinery for the staffs of the water companies has been raised with the British Waterways Association, which expressed doubt whether the small number of staff involved justified the establishment of separate machinery. Since then, the Water Companies Association has recommended to its members that their employees should, as far as possible, be given terms and conditions not less favourable than those given to local government staffs, and, in view of this, the service conditions subcommittee recommended that no further action be taken. Consideration of the establishment of Whitley machinery for company passenger transport staffs has been deferred until the national consultative committee for transport staffs has expressed its views. The operation of existing machinery in all fields and the desirability of securing quicker results has been referred to the various consultative committees.

Salaries and cost of living—*An instruction to take every possible step to safeguard the salary standards of members, and to make representations to the Government to control the prices of necessities and examine ways of reducing the cost of living.*

The service conditions sub-committee has recommended an early invitation to the employers' side of the local government National Joint Council to discuss the position generally, in the light of any appreciable rise in the cost of living, and to proceed with any negotiations in the local government field first.

Equal pay for women—*A pledge of "continuous activity" until equal pay has been secured, combined with an instruction to the N.E.C. to carry out a campaign, culminating in the tabling of claims to the various national joint councils for the application of equal pay to the local government and nationalised services.*

The staff sides of all national joint councils have been asked to give notice that a claim will be lodged at the appropriate time, but the equal pay sub-committee has recommended that a special campaign would not be justified. A memorandum of its views is being prepared for submission to the next meeting of the service conditions committee.

Trade union membership—*A call to the N.E.C. to initiate an energetic campaign, through district committees and branches, for 100 per cent membership in all fields, together with a recommendation that* NALGO *should publicly declare its opposition to the "closed shop."*

As a preliminary step, the service conditions committee has asked district committees to give it detailed information of present and potential membership. On the "closed shop" issue, the service conditions sub-committee has recommended that the Association should not seek enforcement of the "closed shop" principle, but should recognise the legal right of local authorities to insist on their staffs being members of trade unions.

Political propaganda—*A motion expressing concern at communist propaganda within* NALGO, *and warning branches to be on their guard against communist attempts to divert legitimate grievances and demands of members to their own ends.*

This resolution is being sent to all branches.

Post-entry training—*An instruction to seek speedy institution of financially-assisted training schemes in the local government and public utility services.*

A joint meeting of the service conditions and education committees is to be held to consider preparing a scheme to implement and expand paragraph 8 (3) of the Charter to enable officers to read for university degrees, and any other action necessary to give effect to the policy.

Overtime—*An instruction to press for higher overtime rates in all services.*

The service conditions sub-committee agreed unanimously that action of the kind proposed by Conference would be dangerous at present, since the employers would meet any request for advantageous workmen's conditions by imposing other workmen's conditions which were less advantageous. These views are being sent to the staff sides of the national joint councils and to the national consultative committees.

Staff welfare—*A call for immediate action to persuade local authorities to provide for staff welfare, including canteen and sports facilities, and for consultations with other bodies representing non-industrial workers on means of obtaining a statutory code governing working conditions.*

The NALGO representatives on the National Joint Council are to be asked for their views on the welfare proposal. The service conditions committee considered that NALGO could do nothing at present to secure a statutory code but that, where working conditions were bad, branches should take local action.

Affiliation with other bodies—*A proposal that* NALGO *should affiliate with the National Federation of Professional Workers.*

The General Secretary is to report on various methods of co-operation with appropriate "black-coat" organisations.

Appointment of juniors—*A call for strict observance of the minimum standard for the admission of juniors to the local government service, with an amendment seeking reconsideration of the standard prescribed in the Charter in the light of the new general certificate of education.*

It is recommended that action should be taken in the various national joint councils to give effect to this demand.

Annual leave—*An instruction to seek additional leave for long service.*

Accepting the principle of relating annual leave to years of service as well as to salary, the service conditions subcommittee is to prepare a suitable amendment for inclusion in the revised Charter, which it is intended to submit to the National Joint Council at an appropriate time.

General division salary scales—*An instruction to seek "considerable improve-*

ment" in General Division salaries in the local government and national health services, combined with a proposal for two scales within the General Division designed to secure that the officer entering the service at a lower age was paid more and reached his maximum sooner than the officer who entered at a higher age.

The position is to be reviewed in the light of this year's salary awards and the salaries paid in comparable services. It is recommended that no action be taken on the second proposal.

Public relations policy—*An instruction calling on branches and districts vigorously to pursue a continuous programme of public relations.*

As first steps, a weekend conference of district committee P.R. representatives is to be held at Leatherhead this month, and the P.R. committee is to consider public relations in the health and utility services.

"Automatic" references

In addition, the 70 motions and amendments which, for lack of time, were automatically referred to the N.E.C. at the conclusion of Conference, have been considered by the appropriate committees. These, with the names of the sponsoring branches (in brackets), and the recommendations upon them, were :

Salaries anomalies (*Islington and Devon*): *Pressing for removal of the unfavourable comparison since the salaries award between the lower A.P.T. grades and the Clerical Division*—No action.

London "weighting" (*Middlesex County*): *Seeking increased "weighting" for officers working in central London and* (*Acton and Wanstead & Woodford*) *in the Metropolitan area*—No action on the Middlesex motion. Efforts to increase London "weighting" are to be continued.

Provincial "weighting" (*Coventry, Portsmouth, Birmingham*) : *Calling for "weighting" for large provincial towns and* (*Slough*) *for towns of more than* 60,000 *population*—Accepted (except the Slough amendment) but no action to be taken until an improvement in London "weighting" has been secured.

Salary grades (*Scottish district and Edinburgh*) : *Seeking provision in the revised Charter for a General grade, one Higher grade, and the compression of the A.P.T. grades to secure a wider range*—No action, the Committee considering that the policy of overlapping grades should be continued.

Grading of special classes (*Bexhill and Chester City*) : *Urging negotiation of salary scales for members of the Institute of Housing, the Incorporated Association of Rating and Valuation Officers, and the Society of Housing Managers*—Agreed that it is NALGO policy to secure national gradings for as many classes of officers as possible, and that action is continually being taken with this object.

Salaries of sanitary inspectors (*Kensington*) : *Calling for improved gradings for sanitary inspectors*—The N.E.C. should support improved gradings for sanitary inspectors but, in fairness to other classes, should give no priority to the claim.

Long service increments (*Liverpool, Birmingham, Sunderland, and Carmarthen*) : *Seeking awards or bonuses for long service* —No action.

Annual reports (*North Riding and Wanstead & Woodford*) : *Asking that an officer should be told of unsatisfactory assessments or remarks in an annual report*—No action

Establishment (*Liverpool, Glasgow Gas, Devon, Coventry, Wanstead & Woodford, and Hackney*) : *Seeking more frequent review of establishments with a provision that each review should revive the officer's right of appeal*—No action, it being noted, however, that the joint secretaries of the local government N.J.C. were discussing rights of appeal, and agreed that the wording of paragraph 26 (b) of the Charter should be reviewed when the revised Charter is again considered.

Appeals (*Gateshead, North Eastern District, Rochdale, and West Cornwall*) : *Seeking amendment of the Charter to extend the officer's right of appeal against his grading*—No action, since the whole subject of appeals is being considered by the joint secretaries of the N.J.C.

Promotion examinations (*South Wales and Monmouthshire district, Kent River Board, Kent, Devon, South Eastern district, East Sussex, and Lancashire*) : *Seeking various amendments of the local government examinations scheme*—No action.

Official conduct (*Kent County*) : *Seeking clarification of paragraph* 37 *of the Charter* —Accepted and referred to the staff side of the National Joint Council.

Unification of policy (*Liverpool No.* 3 *Health Services*) : *Calling on the N.E.C. to endeavour to apply all benefits sought for local goverment officers to members in the other services covered by the Association* —Already being done.

Grading (*Middlesex County*) : *Asking the N.E.C. to set up a special committee to examine the extent to which principles underlying the recommendations of the joint negotiating committees for town clerks, district council clerks, and chief officers, are applicable to other local government officers*—Consideration deferred to obtain the observations of the Middlesex branch.

Overtime (*Kingston* (*S.E. H.Q.*) *electricity, Glasgow gas, Hastings & Bexhill electricity, and N.E. London electricity*) : *Seeking overtime payment for electricity and gas officers on a basis not less favourable than that in the local government service, or time off in lieu*—Referred to the consultative committees for observations.

Expenses of officers compulsorily transferred (*Hastings & Bexhill electricity, Preston and N.W. Coast electricity, and Glasgow gas*) : *Seeking a national agreement on subsistence and travelling allowances for compulsorily transferred electricity and gas officers*—No action.

Health : Whitley machinery (*Liverpool No.* 1 *health services*) : *Calling for increased* NALGO *representation on the Administrative and Clerical Staffs Health Service Whitley Council and its administrative staffs sub-committee*—Appropriate action is being taken.

Health service "unrest" (*Metropolitan district*) : *Expressing concern at the "unrest" of members in the national health service and calling for improvement of the joint negotiating machinery and arrangements for dissemination of information to members* —Accepted. Action is being taken and the observations of the consultative committee sought.

Health : conditions of service (*Lancashire county, Leeds R.H.B., and Preston Hall hospital*) : *Seeking immediate action to obtain a scheme of conditions of service for officers in the national health service*— Accepted. Action is being taken.

Industrial injuries (*Preston Hall hospital, Maidstone health services, and South Wales and Monmouthshire district*) : *Seeking to ensure that all officers employed in tubercular rehabilitation units and chest clinics, and sanitary inspectors associated with tuberculosis, are protected under the National Insurance* (*Industrial Injuries*) *Act regulations*—No action.

Road passenger transport (*Bristol Tramways and Southport*) : *Urging action to secure recognition of* NALGO *by all employers in the industry and adequate representation of members*—Accepted : efforts to secure the objects of the motion are being continued.

Superannuation (*Stirlingshire, Derby, and South Wales and Monmouthshire district, Carmarthenshire, York, and Paignton and district*) ; *Calling for amendment of the Superannuation Act to give all local government officers the option of retiring at* 60, *or after* 40 *years' service even if under* 60—Noted.

Indemnification of officers (*South Western district*) : *Seeking incorporation in the local government Charter of a clause to provide for indemnification by the employer of an officer against loss, damage, or injury arising out of employment*—Already before the National Joint Council.

Holiday centres (*Manchester, and Wanstead & Woodford*) : *Asking that widows of members or retired members be admitted to the* NALGO *holiday centres on the same terms as members*—Agreed, to take effect next year.

Progress on Conference references (*Birmingham*) : *Asking that a report on the progress of matters referred to the N.E.C. by Conference be published in each issue of "L.G.S."*—No action.

Annual report (*Bristol and district, and Devon*) : *Asking that the Association's Annual Report be issued to district committees and branches not later than February* 13 *each year*—No action.

Nomination of N.E.C. members (*Kent River Board, West Cornwall, and Kent*) : *Providing that only present or past members of district committees should be eligible for election to the N.E.C.*—No action, the Committee considering that, while members of the N.E.C. should be closely associated with branch and district work, this should not be the only source of recruitment to the Council.

HEALTH by G. W. PHILLIPS

Committee set up for R.H.B. architects and engineers

Professional and Technical "B"

R.H.B. architects and engineers: The General Council has decided that architects and engineers of Regional Hospital Boards, and their technical staffs, should be allocated to the P. and T. "B" Council, and the staff side has agreed to the appointment of a standing committee to negotiate salaries and conditions of service on their behalf. The staff side of the standing committee will comprise 15 members, seven of whom will represent NALGO. Seven other organisations, claiming to have members amongst the staffs concerned, have also been accorded representation on the committee: six have been allocated one seat each, and the remaining organisation two seats. Arrangements are being made for an early meeting of the committee.

Medical Laboratory Technicians: The following increases in salaries have been agreed for medical laboratory technicians. The salaries, which are payable as from May 1, 1951, are exclusive of London "weighting":

Chief technicians: £50 at all points of the scale; *Senior technicians:* £45 at all points except the final point (£530) where the increase is £50; *Technicians:* £40 at all points.

Students and juniors: (the old salary is given in brackets)—

Age	*New salary* £	*Age*	*New Salary* £
16	125 (110)	21	240 (225)
17	140 (125)	22	260 (240 10s.)
18	160 (145)	23	280 (260)
19	180 (165)	24	300 (279 10s.)
20	210 (195)	25	320 (299)

Professional and Technical "A"

The award of the Industrial Court, increasing by £50 the annual salaries of almoners, occupational therapists, orthoptists, physiotherapists, psychiatric social workers, remedial gymnasts, speech therapists, and therapeutic dietitians, is set out in P.T.A. Circular No. 7, dated August 20.

Nurses and Midwives

Additional qualifications allowances: A staff nurse or ward sister/charge nurse (including night sister/charge nurse working under a night superintendent) who is, in addition to being a S.R.N., also either a state registered sick children's nurse or fever nurse or a state certified midwife, is to receive, with effect from February 1, 1949, an additional qualifications allowance of £10, *provided* the additional qualification is actually required by the employing authority as being essential for the purposes of her post.

The allowance, with the same proviso, also applies to a nurse in one of these categories who holds the certificate of the Central Council for the Care of Cripples and who is a S.R.N., or is registered on a supplementary part of the register.

Doubly qualified midwives and mental nurses, who are in one of the eligible categories, will receive the same allowance.

The allowances of £5 a year for holding the Diploma in Nursing or the first certificate of the Central Midwives Board cease as from September 1, except that existing holders in England and Wales of the Diploma in Nursing of London or Leeds Universities or of any other University approved by the General Nursing Council should continue to receive the allowance.

Details are given in N.M.C. Circular No. 17, dated August 15, copies of which have been sent to branches.

Housekeeping and home sisters: Revised salary scales for housekeeping sisters and home sisters employed in all hospitals other than maternity hospitals have been agreed, with effect from February 1, 1949. The new scales are:

Annual Cash Salary	*Payment to hospital where nurse is resident*
£375×15(7)×20—£500	£130

An extra allowance of £30 is payable to home sisters.

Full details of the new scales are given in N.M.C. Circular No. 18, dated August 30.

Administrative and Clerical

The Whitley Council document, incorporating the new pay agreement published in last month's "L.G.S.," is not yet available. We are assured, however, that the Ministry officials are making every effort to expedite its publication.

The Industrial Court heard the dispute on salaries of senior officers on September 25, after this journal had gone to press.

At a meeting of the staff side on September 18, LEWIS BEVAN, President of NALGO, was elected chairman.

TRANSPORT by JOHN LANCASTER

Staff side seeking further revision of waterways scales

NEW SALARY SCALES, to operate from March 26, 1951, have been agreed by the National Joint Council for the Salaried Staff of Waterways Divisions in respect of clerical and supervisory grades and engineering supervisory, professional, and technical staff.

The general increase over the old scales approximates to nine and a quarter per cent, but the staff side still considers the scales to be unsatisfactory and has submitted a further application for a substantial increase to the Docks and Inland Waterways Executive.

The scales are as follows, and where these are marked with an asterisk the increments are given in the second and fourth years.

Men clerical and supervisory

Class 4: £135 (at age 16)×15×60×10×20×10(3)×15(2)×20×15(2)—£350 (at age 28).
Class 3: £375×10(2)×15 (in 4th year)—£410.
Class 2: £435×20×25—£480*.
Class 1: £495×15(2)—£525*.
Class "A": £545×25(2)—£595*.
Class "B": £620×30(2)—£680*.

Women clerical

Class 2 clerks: 44s. p.w. (at age 16)×6s.×21s.×5s.(2)×4s.×2s. 6d.(3)×5s.×2s. 6d.×5s.(2)—110s. (at age 28).
Class 2 shorthand typists and machine operators: 47s. p.w. (at age 16)×5s. 6d.×21s.×5s.(2)×4s.×2s. 6d. (3)×5s.×2s. 6d.×5s.×2s. 6d.—110s. (at age 28).
Class 1: 117s. p.w.×3s.×2s.(2)—124s.
Class A: 130s. p.w.×7s. 6d.(2)—145s.*
Class B: 155s. p.w.×8s.×9s.—172s.*.

Engineering supervisory (district inspectors, maintenance inspectors, and craft maintenance superintendents)

Class 3: £375×10(2)×15 (in 4th year)—£410.
Class 2: £435×20×25—£480*.
Class 1: £495×15(2)—£525*.
Class "A": £545×25(2)—£595*.
Class "B": £620×30(2)—£680*.

Professional and Technical

These are minimum scales and apply to engineering assistants, technical assistants (estates), and draughtsmen (both engineering and estates):

Class A: £160 (at age 17)×55×15(2)×20×15×20(2)×25×20(2)×25—£410 (at age 28) and thereafter by four biennial increments of £20, £20, £30, and £25 to £505 at age 36.
Class B: £550×30×40—£620*.
Class C: £645×35—£680 (3rd year).

GAS SERVICE by L. A. GARRATT

Every staff employee needs trade union support now

MEETINGS of the Senior Gas Officers Joint Council, the National Consultative Committee, and the National Joint Council for Gas Staffs were to be held on September 24, 25 and 26, after this journal had gone to press.

Writing before these dates, then, it seems likely that the chief item for discussion at the meeting of the N.J.C. for Gas Staffs will be overtime payments. The staff side awaits the employers' reply to observations made in committee. One thing is certain: there must be a reasonable and just settlement if staff are to be expected to work overtime on the scale that has operated since vesting date. Both sides of the Council agree that overtime should be discouraged, and surely the best way to do this is for overtime to be authorised by a responsible officer and paid for at an agreed rate. I am certain that few staff enjoy working extra hours, and will need little discouragement from doing so.

Recruit the non-unionists

Two years ago, I emphasised in these notes the need for strenuous efforts to recruit into NALGO every eligible member. Since then, the gas membership has steadily increased, but there are still a number of officers who are not members of any organisation. While our district organisation officers are constantly striving to remedy this, much can also be done by individual NALGO members, who doubtless know which of the staff in their own departments have not joined any organisation and are therefore receiving the benefits obtained through the joint negotiating machinery without making any contribution, either financial or otherwise, towards securing them. Often a few words will put the matter right.

It should be remembered that the national and area joint councils were established under the Gas Act, 1948, and consist of representatives of the Gas Council or area boards and the unions recognised as appropriate to represent the staff. The value of the joint councils as a means for the just and amicable settlement of salaries, conditions of service, and matters in dispute can best be maintained by the full support of both gas boards and trade unions. In turn, this can only be achieved by every staff employee being a member of an appropriate organisation. I should perhaps emphasise that if an employee wishes to appeal to the area or national joint council against his salary grading it can be done only if he is a member of a union which is party to the agreement under which the councils were established. He cannot pursue this course individually, and, moreover, the Industrial Disputes Order, 1951, which has now taken the place of Order 1305, provides that a dispute can be reported on behalf of employees only by a trade union representing them. It is therefore in the best interest of every staff employee to belong to an organisation, and members should urge every unorganised gas staff employee to become a member of NALGO. Staff representation on the national and area joint councils is proportional to the membership of the organisations concerned, and to increase our number of seats we must have more members. If each gas member of the Association, in undertakings where there is still unorganised personnel, makes a special effort to recruit an extra member, much could be achieved. The district organisation officers will help and advise in any difficult cases, but members themselves with their more intimate knowledge of the position in their undertakings can do more to recruit their colleagues than can reams of printed propaganda.

ELECTRICITY by L. G. MOSER

Industrial Court awards £50 rise to grades 1 to 9

"THE COURT have given careful consideration to the evidence and submissions of the Parties and Award that as from 1st June, 1951, the salary scales of the higher clerical, administrative and commercial staff shall be increased by £50 at all points."

So reads the award of the Industrial Court on the reference submitted by the two sides of the National Joint Council (Administrative and Clerical Grades) on the claim for an increase in salaries to staff covered by grades 1—9 of the salary agreement, March 23, 1950.

The negotiations through the N.J.C. had brought us to the position that the Electricity Boards' members had offered to increase the salaries at all stages by £40. The union members—in a sincere effort to reach agreement through the machinery—had intimated that they could accept an increase of not less than £50 at all stages.

The main reasons given to the Court for refusing the boards' offer of £40 were:

It was inadequate in the light of the increase in cost of living and of recent agreements and awards in respect of comparable employees.

It did not deal fairly with staff in grades 1—9 compared with those in the general clerical grade, for whom agreement had been reached.

It was, of course, argued by the boards that the salary agreement was as recent as March 23, 1950, and that, in any case, the local government scales had been determined at arbitration in January, 1948.

We were not prepared to accept that the last salary agreement took account of the increased cost of living. In reply to the second agreement, we pointed out that the increase in prices since 1948 more than justified an increase of £50 in the salary scales.

We stressed that the agreement reached for staff in the general clerical grade had given everyone earning more than £310 an increase of not less than £50 over the rates payable under the local government general division at April 1948, except in the case of those at the maximum, which is now, of course, reached two years earlier.

We referred, too, to increases which we maintained had been received by the technical engineering staff, and to the local government service — which, but for nationalisation, employees transferred from local government would have received.

The boards' members were naturally able to cite other nationalised services in which lesser increases had been agreed or decided at arbitration, and gave figures showing how few employees had rejected interim grading or had their pre-vesting contracts preserved.

In reply, we maintained, firstly, that there had been so much reorganisation that the figures could be misleading and that, in any case, they demonstrated, not that the large majority of employees had received increases which they would not otherwise have had, but merely that the standard of remuneration had not been reduced.

Whilst the award does not, of course, satisfy our original claim, most members will, I think, agree that, having regard to agreements and awards in other fields, we have little cause for complaint.

Members whose contracts of service existing at April 1, 1950, are protected under the salary agreement, will be wondering how they are to fare. At the meeting of the N.J.C. on September 18, we maintained that, since they were suffering as much as others from the increased cost of living, the increases in salary should obviously apply to them.

It has been agreed that the negotiating committee shall consider this question at its next meeting, although the indications are that the boards will not readily agree.

Readers' Forum

ASSOCIATION'S FUTURE
"Trend from local government"

I AM CONCERNED at the trend of NALGO away from local government—a movement which is likely to increase with the drive for 100 per cent membership and the pressure to change the Association's name. NALGO's present membership is in the proportion of three local government officers to one officer from a nationalised industry or the national health service, but further recruitment of the 12,000 nurses, for example, may close this gap and upset the present balance of power.

Letters for the November journal must reach the editor, 1 York Gate, Regent's Park, London, N.W.1, before October 13. And please keep them short!

It has taken us more than 40 years to secure national consciousness of the meaning of NALGO: local government membership is approximately 150,000, and most local authorities now accept the Association as the negotiating body for the service. Any disturbance of that confidence by altering the name—with its implied division of interests—must react unfavourably to the local government members. Nevertheless, the members in the other services can reasonably complain that the present name is a misnomer.

The words of J. H. ROBINSON to Conference, "A large union is not necessarily a strong union" are wise and pertinent to this issue. NALGO has added to its numerical strength, but I doubt whether its negotiating power for local government officers has increased.

The only way to satisfy everyone is for the local government officers to retain the name of NALGO, and for another appropriate name to be found for the rest. Both organisations would continue to work through Headquarters and in accordance with the adapted machinery. There are probably snags in this suggestion, but unless local government officers determinedly resist any interference with the title of the Association, there will be some unpleasant changes for them at next Conference.

Town Hall, Wembley. L. A. COOPER

MAINTAINING PAY STANDARDS
"N.E.C. has shelved responsibility"

CONFERENCE rejected this year a Birmingham amendment instructing the Council to claim "a further all-round increase in salaries without delay." Those who voted against the amendment will soon regret their folly. World events, and the rearmament programme when it gets into its stride, may make a claim for increased salaries well-nigh impossible.

The N.E.C. has once again shelved responsibility in its efforts to "safeguard the salary standards of members." How it proposes to do this without claiming a further increase in salary it has not explained. "Cost of living" and "salary standards," said H. R. JONES, "were separate issues, and the two must be divorced." It is time the divorce was annulled.

"Leave it to the N.E.C." seems to be a stock phrase. G. R. ASHTON says: "We are watching the position very carefully." So are the rank and file. They are watching the ever-increasing rise in prices, which has already offset the apology for a pay increase received in April. I think the amendment would have been passed by an overwhelming majority had the N.E.C. backed it.

If an "all-round increase" was beyond the means of small authorities, would not provincial weighting be the answer? The Birmingham amendment, however, did guarantee to "safeguard the salary standards of members."

92, Perry Hill Road, Quinton, Birmingham 32. M. BOWEN

HEALTH SERVICE AWARD
"Step in right direction"

A. J. BLAKE, in the September journal, readily assumes two things: firstly, that the employers' argument has been accepted unquestioningly by NALGO and, secondly, that the ironing-out of inequalities and the distribution of the national burden may safely be left to the Chancellor of the Exchequer. The first point is too frivolous to merit serious consideration. As for the second, I doubt whether even a small minority of our members, irrespective of political views, share Mr. Blake's confidence in Mr. Gaitskell's ability to iron-out inequalities and distribute the national burden fairly.

With the overthrow of "wage-freezing" (which is, to some extent, due to the Chancellor's failure to distribute the national burden equitably) there will be the inevitable scramble by workers for the largest slice of the economic cake to meet rising living costs. It is to be hoped that, when the rearmament programme is complete and the cost of living becomes more stable, it may be possible to review differentials but, for the time being at least, we must be prepared to examine our individual interests in the right perspective.

In the present national circumstances, only a certain global sum can be apportioned for increased salaries to health service employees. We must see, therefore, that the larger increases go to those who are having the greatest difficulty in reaching and maintaining a reasonable minimum standard of life. This means accepting reductions in the margins between certain grades. It will involve a change of heart, but it is morally right.

The award is certainly open to criticism, and the grading of staff into "A" and "B" will doubtless result in numerous appeals but, bearing in mind the present economic situation, I feel that the increase assessed as a fixed sum instead of a percentage is a step in the right direction and does social justice.

Finally, I would suggest that if our claims are, in fact, based on the cost of living, we should submit a further claim at the earliest opportunity.

33, Commercial Road, Barry, Glam. S. F. ELLETT

ELECTRICITY NEGOTIATIONS
Too much "psychological approach"

DISCERNING trade unionists must be sadly aware of the lack of sting in NALGO's industrial policy today, especially on service group affairs. Electricity members are becoming tired of the much vaunted "psychological approach" of their negotiators.

What a record of achievement this "psychological approach" has evinced, and what a job it was for electricity delegates to convey that record to their branches. I had to report that our national consultative committee was not prepared to press for the revision of establishments for fear of the employers' side creating redundancy; that the N.E.C. was reluctant to negotiate for improved overtime rates for fear of reprisals by the employers; and that the N.J.C. was unable to take any action to remove Grade I, as at present constituted, from the salary agreement.

Had NALGO grown to maturity through the toils of the nineteenth century, it must surely today be a more effective fighting force, recognising both strike

"Heaven knows, Wilkins—ministry of something or other—ask the office boy."

action and the T.U.C. It is illogical that NALGO should expect the service groups to surrender their independence in its favour and yet itself remain unfederated with the organised trades union movement.

The "Adaptation of Association Machinery" report does nothing to restore the confidence of service groups in respect of a federal union into which they have been pitchforked, and I can see only frustration and a steadily declining membership ahead unless and until each service group has the unqualified right to negotiate its own service conditions and policy.

In the meantime, is it too much to expect that our negotiators shall stand up and fight?

Ivy Cottage, Norley Road, Cuddington, Northwich, Ches. FRANK WILLIAMS

GENERAL DIVISION STAFF
Mr. Luke replies

I ASSUME I am entitled to reply to the outburst of abuse which appeared in the September "L.G.S." in answer to my letter in the July journal in which I suggested that the salaries award had given too much to the General Division and too little to the higher grades. Taking "A.P.T." first, I would remind him (or her) that, but for the selflessness of the "elder brethren," there would have been no salary increase at all, no National Charter, and, quite possibly, no NALGO to look after his interests. I would also remind him and those who agree with him, that the disparaged "elder brethren" would gladly hand over the reins of responsibility at all levels to the "younger brethren," who, by implication, are ready and waiting to run NALGO. Long experience, however, confirms my contention that G.D.s will never do anything tangible for NALGO—at any level. How many are secretaries of branches, or occupy any other honorary office? Very few, I suggest, for the reason that being a branch officer means work, unpaid, and with more "kicks than ha'pence."

With R.J.W. I agree—up to a point: there are humdrum jobs in local government, and there must always be G.D. staff to carry them out, *but they do not have to be the* same *staff all the time.*

I cannot understand J. C. DAWSON, with his qualifications, being in local government at all. There must be something wrong with Preston, or with him.

I must disagree with A. P. FISHER. There may be petty bickering, but there is no "conflict" in local government or in NALGO. At 42, I have reached the top of the tree in my profession; having got there by hard work, and without any grant or post-entry training facilities. I am also the branch secretary—because no one else would do the job. At the November elections, the job will be open to any member who cares to have a go, including any G.D. officers—but I suspect that I shall be re-elected. There are thousands more like myself, and it will be a sad day for NALGO when they cease to take an active part in its affairs.

"Bryn Aeron," Ruthin. ERIC R. LUKE

PROMOTION EXAMINATIONS
Standard too high?

THE PURPOSE of a trade union, I have always understood, is to secure the maximum pay and best conditions possible for its members. Now, however, it seems that NALGO has taken upon itself the work of the employing authority—

This local government

"The town clerk reported that he was unable to pursue the objective."

Five shillings will be paid to the sender of each service cliché accepted for illustration.

namely, to get the maximum qualifications out of employees for nominal salaries.

The civil service also has a system of promotion, but there, to rise from the clerical to the executive grades (roughly corresponding to the administrative classes in local government), it is necessary only to take evening classes for about six months in normal clerical subjects—not two or three years' correspondence courses at terrific fees—and, further, promotion is guaranteed after passing.

I wonder just how much service NALGO has done its members by instituting and encouraging so high a standard (higher, according to the NALGO Correspondence Institute, than that of the Chartered Institute of Secretaries) for jobs which, after all, do not offer comparable salaries with those paid in industry and commerce?

128, Lymington Avenue, Wood Green, N.22. S. WRIGHT

Syllabus to suit job?

THE PROMOTION EXAMINATION does not cater for youth employment staff. Why can we not have an examination suited to our work? I have taken the examination twice and on the last occasion succeeded in two subjects only. I suggest that I should not be required to take these subjects again, but, should take the other three to obtain a full pass. We have little time to study and this would give us a chance of promotion before we retire.

311, West End Road, Morecambe. I. A. BARTON

BRANCH JOINT COMMITTEES
Exchange of ideas

BRIGHTON'S proposal that joint committees of branches should be formed was accepted by Conference, and a note about a successful joint committee may help convince other branches of the advantages of joint consultation.

Brighton is, of course, a progressive branch, but this time it acted for fourteen branches which comprise the Brighton Area Joint Committee, ranging from Worthing to Seaford, and north to Haywards Heath, and covering local government, electricity, gas, and health services. Meetings are held quarterly, and the purpose is to encourage discussion on any topic which will further the progress of NALGO, and our own branches. The committee, composed of three representatives of each member branch, is consultative, and latterly the main discussion has been centred around district committee meetings—which ensures that delegates to that body have a more than usually informed idea of what is going on.

Prominent persons from "foreign" parts and N.E.C. members have been invited to our meetings, but not as speakers or lecturers. This gives us the benefit of a fresh approach to what may become parochial views and propagates our ideas.

Meetings are held at different branches, a practice which is particularly valuable and creates a friendly spirit. Those from nationalised industries welcome the opportunity to learn informally something of the history of the Association, and we in local government are brought into contact with problems which sometimes are completely new. We have a direct link with the area education committee, and in publicising and supporting its work.

At present there are eight joint committees in the S.E. district, and we look forward to many more being created.

Public Offices, Princes Street, Brighton, 1. R. H. HARMAN

CONFERENCE REPORT
A correction

THE REPORT in the Conference number of "L.G.S." on the amendment to Rule 42 (voting) is inaccurate where it states that the amendment was "approved *unanimously* without debate." My fellow delegate and I voted against the motion. My branch deplores the passing of this resolution, and hopes that the decision will be reversed at the earliest opportunity.

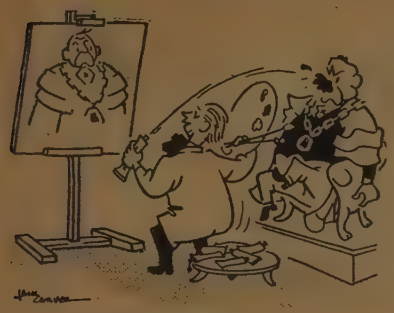
PERCY H. LIGHT
Islington branch. Honorary Secretary

Electricity meeting

YOUR REPORT of the Conference meeting of electricity representatives gives the impression that the address was received with acclamation and without question. In fact, question after question was posed, without a satisfactory answer. What about the betrayal of prepayment meter collectors and the arbitration case of West Hartlepool tariff collectors?

6, The Crescent, Tanfield Lea, Newcastle-on-Tyne. W. MARSHALL

At Random



by 'HYPERION'

Car or cycle allowance?

"Newbury's borough surveyor—B. Sargent—has converted his tricycle into a vehicle of greater safety, and capable of a higher speed, by affixing a light pair of shafts to which a steed can be harnessed, a footboard in the place of the treadle, and a more comfortable seat."—*Newbury Weekly News, June 9,* 1881.

Quid pro quo

The candidate for municipal honours called on a voter to canvass his vote at the election.

"Bah," said the man, "I wouldn't give you my vote if you were the Angel Gabriel himself."

"Don't worry," replied the candidate, "if I were the Angel Gabriel you wouldn't be in my constituency."

Council trained

"He also possessed the knack of losing his temper at the right moment, which made him more effective in committee."—*"The Masters," by C. P. Snow.*

Not a word to Mr. Webb!

There is a certain country in South America, many of whose savage inhabitants are such unheard-of cannibals, that they not only feed on human flesh, but also some of them do actually eat themselves, and yet they commonly survive that strange repast.—*Patrick Gordon in "17th Century Sailor and Explorer."*

Local Government post-bag

"Please send the sanitary Inspector as I want to kill the swine."—*Letter to Huntingdonshire council from a farmer who wanted to kill a pig.*

Sea Fever

"The excited anticipatory ground-swell of male comment rises now and then into a spray of feminine laughter, like hysterically shaken bells."—*"The Pavement and the Sky," by Tom Clarkson.*

Without cream?

He will shoot small discs the size of a penny out of the air, then with a single mirror, will shoot over his shoulder and catch a swinging and still target together when they come in line. He will trace out an artistic Indian head on a sheet of aluminium with small calibre rifle shots, and will show the ladies how to make "fruit salad" by blasting grapefruit and oranges in the air with an elephant gun.—*U. S. Naval Academy press release.*

Holiday guide

If ever you visit Dolgelly,
Don't stay at the . . . hotel;
There's nothing to put in your bethly,
And nobody answers the bell.

That gentle touch

The hand that rocks the cradle often ruins the car.

Definition

An economist is one who knows tomorrow why the things he predicted yesterday did not happen today, after all.—*The Coronet.*

Hi-ya, toots!

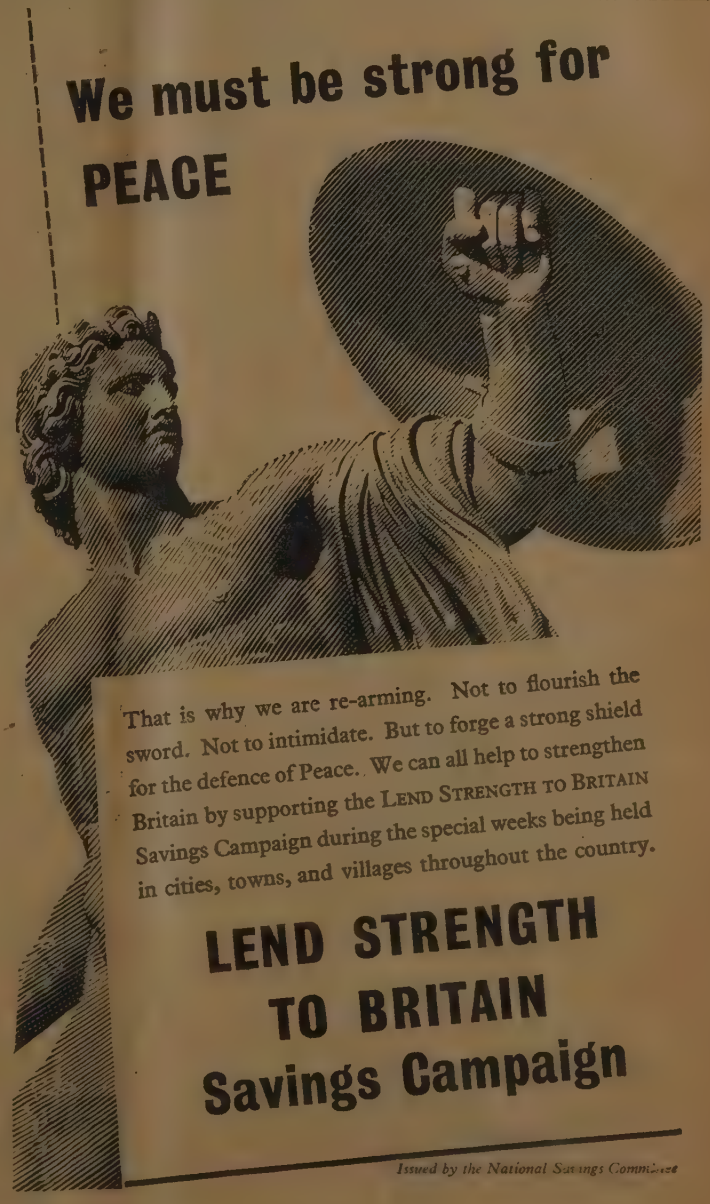
Collie dog for sale; B.W.; 16 months; strong; would suit low ground; runs well out, and stops to whistle; price £5.—*Scottish newspaper advert.*

No place like it

Woman (pointing out her home): "That's where we live—the ego and I."

We don't

"I can always tell a retired army officer. There's something about them. They look properly washed."—from *"Waters of the Moon."*


We must be strong for PEACE
That is why we are re-arming. Not to flourish the sword. Not to intimidate. But to forge a strong shield for the defence of Peace. We can all help to strengthen Britain by supporting the LEND STRENGTH TO BRITAIN Savings Campaign during the special weeks being held in cities, towns, and villages throughout the country.
LEND STRENGTH TO BRITAIN
Savings Campaign
Issued by the National Savings Committee

Education notes

by K. S. CARTER

FROM CORRESPONDENCE with members, I gather that many of those who failed the Clerical Division examination in April did so in English. They should find a new revision course in English which we have prepared for N.C.I. students helpful. It is available for a fee of £1 10s., including the necessary textbook. Those interested, particularly if they are taking the examination again in December, should write to me for details as soon as possible.

School on child care

There is a lively interest in the national week-end school on child care, announced in these notes last month. Although the school was first planned mainly for the residential staffs of children's homes, it has developed into one suitable for all engaged on child welfare work, whether on the administrative or practical sides. Students from children's departments of county and county borough councils should find it especially useful, I imagine, to meet, and talk over common problems with, officers whose jobs bring them in direct contact with children under the care of local authorities.

The provisional programme includes the following lectures : The care of the child at national level : MISS A. N. SCORER, chief general inspector, Children's Department, Home Office ; The care of the child at local level : E. AINSCOW, children's officer, L.C.C. ; Mental health in childhood, at home and at school : MISS N. GIBBS, M.A., psychologist to child guidance training centre, London, and National Hospital for the Blind ; The health of the child : DR. R. H. PARRY, medical officer of health, Bristol ; Day to day problems in the administration of a children's home : MISS M. W. BARNES, Children's officer, Coventry ; Ancillary social services connected with child welfare : H. K. HOXTER, youth employment officer, East Ham ; The care of the child in the residential nursery : MISS GWEN CHESTER, inspector, Children's Department, Home Office.

For town-planners

For ten shillings, members interested in planning and who live reasonably near the University of Manchester, will be able to hear an interesting series of lectures on Town and Country Planning by F. W. LEDGAR, lecturer in the subject at the University. This is a University extension course, comprising twenty lectures covering the principles and practice of planning. The lectures will be given at 7 p.m. on Thursday evenings, beginning October 11. Tickets from the Director of Extra-Mural Studies, The University, Manchester, 13.

A course of fifteen lectures and discussions on "Town and Country Planning, Its Aims, Methods and Problems," will be given at the London School of Economics early next year by W. A. ROBSON, professor of public administration ; L. D. STAMP, C.B.E., professor of social geography ; and P. J. O. SELF, lecturer in public administration. The lectures will be given on Thursdays, at 5 p.m., starting on January 10, 1952. Fee will be £3 18s. 9d. ; applications to the Registrar, Houghton Street, Aldwych, W.C.2.

Courses at Burton Manor

Short courses at Burton Manor for the next six months include : October 28—November 2 : Survey of Local Government. November 11—16 : Municipal finance. April 20—25 : Refresher course in librarianship. Further information from the Warden, Burton Manor, Wirral, Cheshire.

Books needed

I shall be pleased to hear from members who have copies of Rosenberg's "Mechanics & Physics" and Stone's "Hospital Accounts" for sale.

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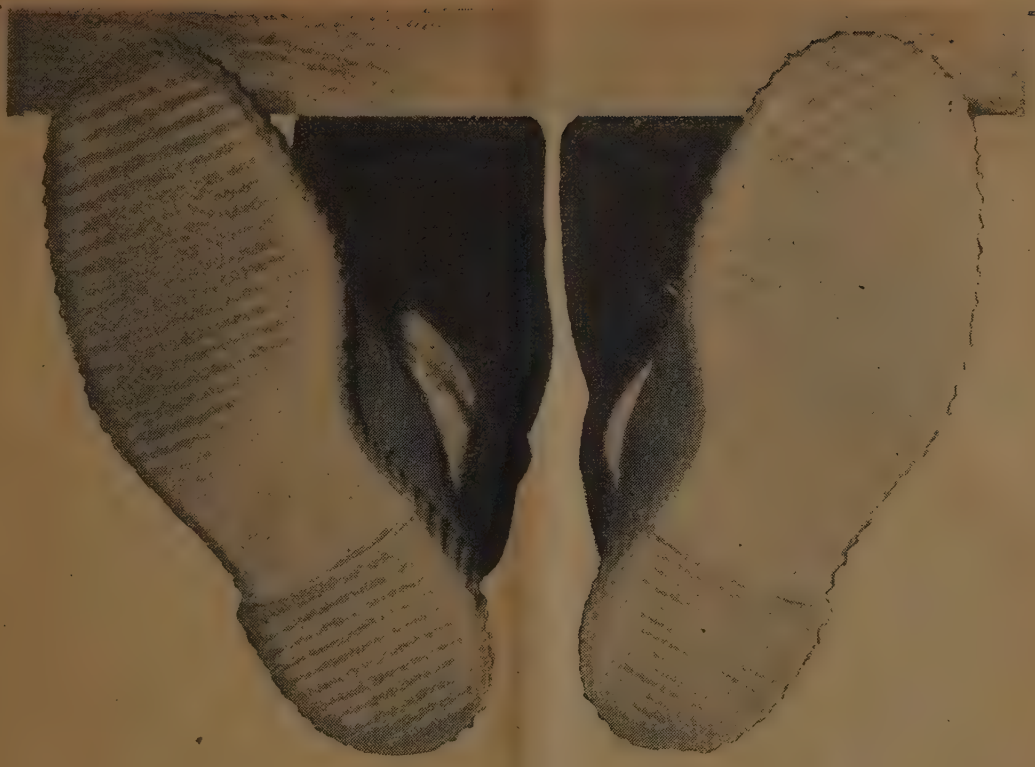


Behold The Feet!

—a short story that must be told, and read, and told

Two feet that will travel far, though at present their owner is content to leave them where they are. At the other end of those feet (we just haven't the space to show you) is a sensible young man.

The other day we asked him why this particular attitude of mind (and body). His reply surprised us more than somewhat.

"Right now" he said, "aimless ambulation is not for me." "Ah, an educated type, eh?" we observed. He surprised us again. "Not yet, but I soon shall be."

We found the answer eventually. It was in several books on his table (we just haven't the space to show you) but they were NALGO Correspondence Institute courses.

"Just as simple as that," we said.

"As simple, sound, and sensible as any correspondence courses could be," he assured us. "I pay a moderate fee, I get clear, concise, but comprehensive notes, up-to-the-minute information and the personal advice and criticism of expert tutors. And I work in the quiet of my own room in my own home in my own time."

N.C.I. courses cater for 17 examinations suited to the needs of NALGO members, and have helped thousands of members to fulfil their ambition. He left us with the satisfying thought that in time there would be another name to add to that already long list. We left him with the assurance that there would be more than one.

We were right, weren't we?

If your branch education secretary should be out, the address you need is Dept. 1051, 1, York Gate, Regent's Park, N.W.1.

NALGO CORRESPONDENCE INSTITUTE

"ABINGDON" WRITES HIS NALGO

DIARY

THOUGH stressed by the Hadow committee as long ago as 1934, and endorsed by the National Joint Council in 1946, the importance of establishment work is only slowly being recognised by local authorities. That recognition should be strengthened, however, by the recent decision of the London County Council to give its director of establishments the status of a chief officer, through whom the clerk must exercise all his functions in respect of staff.

The L.C.C. has long accepted the view of the N.J.C. that staff matters should be concentrated under one committee, advised by a specialist officer; indeed, it has an establishment officer for each of its 14 departments, with the director to co-ordinate their work. Incidentally, the present director, T. H. JONES, played a leading part in the Institute of Public Administration study group, which has just published its findings under the title **The Elements of Local Government Establishment Work** (Allen & Unwin, 7s. 6d.). Though the authors have not quite succeeded in distilling essential principles from the legalistic minutiae so dear to establishment specialists, they have made a brave pioneering attempt to survey this important subject.

I am glad to see, too, that the I.P.A. is including a second training course for establishment officers in its winter programme. Lasting a week, from October 15-20, the course will cover such subjects as the place of the establishment committee and officer, training films, local government examinations, negotiating machinery and joint consultation, the technique of interviewing, annual reports, welfare, organisation and methods, discipline, staff records, and staff training.

Industry's lessons

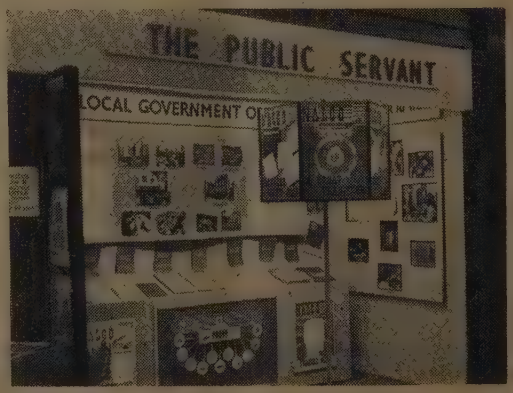
Of even wider interest will be the Institute's series of autumn lectures, in which six leading industrialists with experience of both private and public enterprise will try to answer the question: "Can the public services learn from industry?" The lectures will be held fortnightly at 6.15 p.m., beginning on Monday, October 8, at the Livingstone Hall, Broadway, London, S.W.1.

School for health staffs

The metropolitan district week-end school for health staffs, to be held at Eastbourne from October 12-14 and opened by the Minister of Health; the RT. HON. H. A. MARQUAND, M.P., promises to be both full and interesting. Lecturers will include CAPT. J. E. STONE, of King Edward's Hospital Fund, on hospital administration and the training of administrators; LT.-CDR. H. DENTON, chairman of the N.E. Essex Group H.M.C., on the hospital service; JOHN MARSH, director of the Industrial Welfare Society, on "What makes people want to work?"; K. H. HODGES, of the Ministry of Health, on the Ministry and the service; S. F. L. TYE, county supplies officer, Glamorgan, on the organisation of a hospital supplies department; DR. J. FENTON, Eastbourne's medical officer, on local health services; and H. OSBON, deputy clerk of the Dental Estimates Board, on the work of the board. Details from A. E. KAY, clerk's department, County Hall, Chelmsford.

Exhibition enterprise

The past few months have been so packed with NALGO news that I have, to my regret, been unable to mention more than a handful of the many excellent local government exhibitions held throughout the country, usually as part of local Festival celebrations. But I must refer to that put on last month by St. Marylebone Borough Council, which provided—as my picture shows—an admirable and imaginative example of how a branch can display, at little cost, the work of the officer and of NALGO itself. Using only readily available material—photographs published in "L.G.S." or in the branch archives, the originals of "L.G.S." cartoons, Headquarters posters—these displayed on an internally-illuminated stand—and similar material, the branch showed convincingly both the importance of the officer's job and the big contribution made by his Association to better administration.



Photographs, cartoons, posters and pamphlets combine to make this low-cost NALGO stand an attractive and colourful feature of St. Marylebone's local government exhibition.

On different but no less enterprising lines was the work of Cheshunt branch, whose members staged a tableau of Cheshunt in the 17th century for the town's historical pageant. The tableau was based on one of the town's most famous inhabitants, Izaak Walton, and for it one member, H. A. STEANE, of the surveyor's department, risked the jibes of his colleagues by growing a beard, the better to fill the part of Venator, the huntsman.

P.R.—and a profit, too

Thanks to the generosity of Educational Productions Ltd., whose work in producing visual aid material on civics and allied subjects is well-known to branch P.R.O.s, branches now have the opportunity to make income out of their public relations work. In addition to publishing the excellent pictorial account of local government, "You and Your Town," to which I referred in June, the organisation has now produced a companion volume, "Your Parliament," dealing in the same clear and simple fashion with the structure and workings of national government. The two combined would provide admirable basic material for schools and groups studying civics. Each costs 2s. a copy, but branches ordering in bulk will be allowed discounts of 10 per cent on 12-50 copies, 15 per cent on 50-100 copies, and 20 per cent on more than 100 copies. Copies must, however, be resold at the full price and a branch taking 100 copies for resale will, therefore, make a profit of £1 10s. 0d., which it may devote to its public relations programme. Orders to Educational Productions Ltd., 17, Denbigh Street, London S.W.1., mentioning NALGO.

G.S. in Japanese

I am interested to hear that the book by NALGO's General Secretary JOHN WARREN, **"The English Local Government System"** which has already been translated into German, is now going to be published in Japanese. The ten senior Japanese officials who were over here during the summer, studying British methods, said before leaving that they had seen much that they would like to introduce into Japan. Should they succeed, it may well be that Mr. Warren's book will become a standard text-book in Japan. We may be proud that NALGO's General Secretary is gaining such a world-wide reputation.

Amende honorable

DR. RICHARD SEDDON, Director of the Graves Art Gallery, Sheffield, writes to tell me that John Dover was rather too sweeping when, in his

article on the Festival of Britain in the June journal, he described the open-air exhibition of sculpture at Battersea as "a branch of local government enterprise, unique so far in this country." Sheffield, Dr. Seddon points out, held an open-air exhibition of sculpture—the first in the provinces—in Weston Park in 1949, while Glasgow followed with a similar exhibition later the same year. I gladly withdraw the "unique" and give honour where it is due.

Sheffield's film enterprise

Sheffield is deserving of praise in another respect—the admirable series of film programmes which it arranges each winter in its library theatre and at branch libraries. These are no showings of dry-as-dust documentary or free advertising films, but the programmes include, for adults, such classics as "Oliver Twist," "Marius," "Bicycle Thieves," and "Angelina," and, for children, "David Copperfield" and "Little Women." Documentaries are included—but only the best, and always in a balanced programme. Admission is free to all shows. This is an excellent means both of stimulating popular interest in books—its primary purpose—and of letting people see some of the best continental films which the commercial cinema unaccountably ignores. I wish more local authorities would follow Sheffield's example.

New district officer

I welcome to the district office staff Miss M. S. CHAPMAN, LL.B., a graduate of the London School of Economics, who has specialised in industrial and trade union law. She is an ex-member of the W.A.A.F. and comes to us from a firm of law publishers. She will start work in the north-eastern district.

Retirement

My best wishes to E. BRASSINGTON, Hove registrar, who has retired after 51 years in the poor law and local government service.

Obituary

JOHN CHASTON

We regret to record the death, suddenly on August 24, of JOHN CHASTON, O.B.E., former town clerk of Kettering and a leading member of the Association for 40 years. Mr. Chaston was secretary of Kettering branch for 20 years, several times branch president, and chairman of the eastern and east midlands district committees and of the district benevolent and orphan fund committee. His most important work was on the National Executive Council, of which he was a member from 1924 to 1945, being chairman of the education committee for six years. In recognition of this long and valuable service, he was elected an honorary member of the Association in 1949, shortly after his retirement.

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Further information regarding these courses may be obtained from the Head of the Department of Hygiene and Public Health.

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The next session will be held on 11th, 12th, & 13th December, 1951.
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Scottish notes

by J. L. ROBSON

THE DISPUTE between the employers' and staff sides of the Joint Industrial Council over the salaries of school attendance (welfare) officers was heard by the National Arbitration Tribunal on June 29. In its award (No. 1693), the Tribunal finds against the staff side's claim that the salary scales for these officers should be not less than those paid to similar officers in England and Wales.

At the annual meeting of the J.I.C., held in Perth on September 13, the award was discussed at length and the Council divided before it was finally agreed that the salary adjustment granted to outdoor collectors and telephone operators, as a result of the general salaries claim, should also be applied to school attendance officers, with effect from May 16, 1951. The scales are :

Group 1: *men* £300 × 10—360 ; *women* £220 × 10—290.
Group 2 (to May, 1952): *men* £285 × 10—345: *women* £210 × 10—280.
Group 3 (after May, 1952): *men* £300 × 10—360; *women* £220 × 10—290.

Other matters discussed and decisions reached by the Council included :

Honorary officers

BAILIE ROBERT BELL, W.S., of Edinburgh, was appointed chairman ; D. GALBRAITH, vice-chairman ; and A. G. HAMILTON and myself the joint secretaries for the employers' and staff sides.

Special leave for reservists

It was decided to recommend to local authorities that any officer in Army Class "Z" or Royal Air Force Class "G" reserves, who is called up for a period of training not exceeding 15 days, should be allowed for this purpose such special leave as he desires, up to 15 days, subject to the deduction from his salary of an amount equivalent to the pay and allowances received from the Army or R.A.F.

Milk officers

Local authorities are to be recommended to apply the recent salary adjustment, with effect from May 16, 1951, to milk officers. Application is to be made for specific scales of salary for these officers.

Appeals committee

As a result of representations made by the staff side, the Council referred the following matters to the appeals committee :

Recognition of higher duties temporarily undertaken by a senior library assistant employed by Rutherglen town council ;

Dismissal of an employee by Dunbarton county council ;

Refusal of Dunbarton county council to concede trade union representation on a salary grading appeal ;

Appointment by Rothesay town council of a superannuated officer to the post of burgh chamberlain.

Retirement of A. T. Morrison

The Council learned with regret of the retirement, owing to ill-health, of A. T. MORRISON, C.B.E., a member of the Council since its inception, and its chairman since 1944.

Scottish summer school

Twenty-six students attended this year's school at St. Andrews, which proved to be even more successful than last year. At the inaugural dinner, Lord Provost RICHARD FENTON of Dundee paid tribute to NALGO, the local government service and its officers.

Presiding was S. H. BRODIE, and among the guests were LEWIS BEVAN, President of NALGO; MISS M. W. CURTIN, N.E.C; A. E. ODELL, chairman of the education committee; J. J. ALLAN, chairman of the Scottish education committee, and T. J. MULLAN, secretary of S.E. Scotland area electricity board.

The theme of the syllabus was "Scotland today and tomorrow" and included lectures by T. R. INNES and C. FREEMAN of Glasgow University, and H. S. PHILLIPS, Board of Trade.

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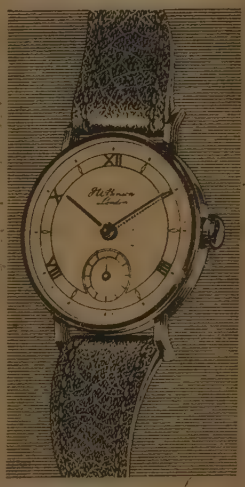

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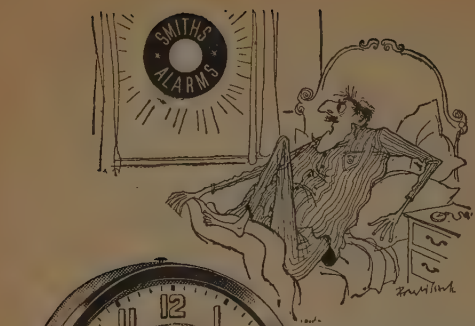

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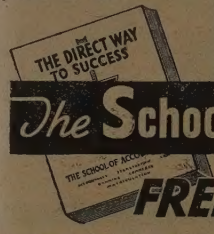

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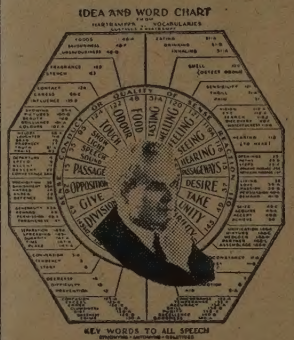

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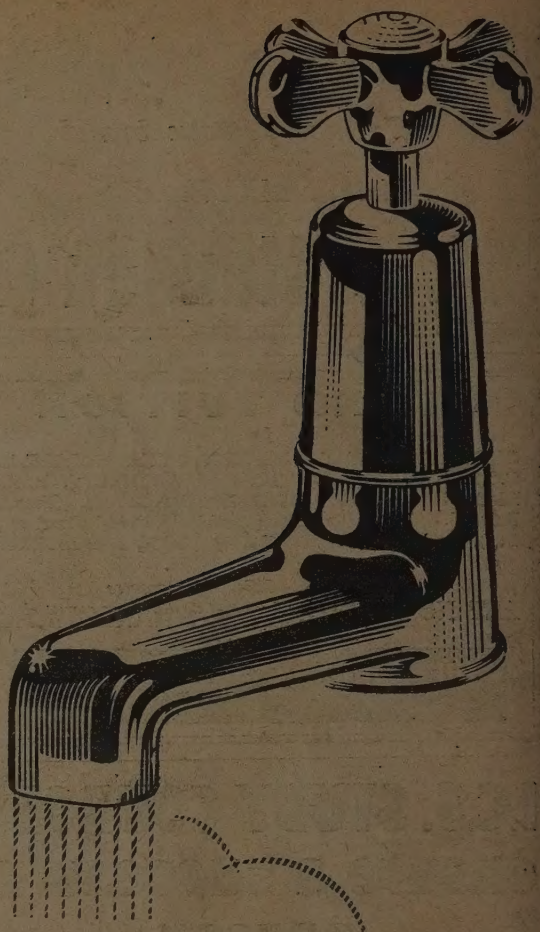

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